

Disclaimer & Terms and Conditions

1. Introduction

This document sets out the terms and conditions for Global Talent Connect Ltd, GTC “the Agency”, a UK-based recruitment agency specializing in connecting candidates with employers both nationally and internationally. By engaging with our services, candidates and employers acknowledge and accept these terms.

2. No Fees for Candidates

The agency does not charge candidates any fees for recruitment services, including those related to visa sponsorship (Certificate of Sponsorship). Our services to candidates are entirely free, and any attempt by a third party to solicit payments in the name of our agency should be reported immediately.

3. Recruitment Process

3.1 The Agency acts as an intermediary between candidates and employers to facilitate job placements in compliance with UK employment and immigration laws.

3.2 Candidates must provide accurate and truthful information regarding their qualifications, work experience, and legal eligibility to work. Any falsification may result in disqualification from our services.

3.3 Employers are responsible for compliance with employment laws, including issuing contracts, paying salaries, and providing appropriate working conditions.

4. International Recruitment & Sponsorship

4.1 The Agency may assist international candidates in securing job placements through the UK’s Certificate of Sponsorship (CoS) procedure.

4.2 The Agency does not guarantee visa approval, as this is at the discretion of UK Visas and Immigration (UKVI).

4.3 The Agency does not request or accept any payment from candidates for visa sponsorship or job placement services.

5. Employer Responsibilities

5.1 Employers engaging with the Agency agree to comply with UK employment and immigration laws when hiring both national and international candidates.

5.2 Employers remain solely responsible for all employment-related costs, including salaries, taxes, and sponsorship fees where applicable.

6. Liability & Limitation

6.1 The Agency does not guarantee job placement, salary expectations, or duration of employment.

6.2 The Agency is not responsible for any direct or indirect losses incurred by candidates or employers arising from the recruitment process.

6.3 The Agency shall not be liable for any misinformation provided by candidates or employers.

7. Data Protection & Confidentiality

7.1 The Agency complies with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.

7.2 Candidate and employer information is collected, processed, and stored securely. Information will only be shared with relevant parties for recruitment purposes.

8. Termination of Services

8.1 The Agency reserves the right to refuse or terminate its services to any candidate or employer found to be in breach of these terms.

8.2 Candidates and employers may withdraw from our services at any time by providing written notice in line with the provisions of the corresponding contract.

9. Amendments

The Agency reserves the right to modify these terms and conditions at any time. Continued use of our services constitutes acceptance of any updates.

10. Governing Law

These terms and conditions are governed by and construed in accordance with the laws of England and Wales. Any disputes shall be subject to the exclusive jurisdiction of the courts of England and Wales.

For further inquiries, please contact us at: enquiries@globaltalentconnectltd.com